

HR/Salary Revision/January 2024

**PRIVATE & CONFIDENTIAL**

January 31, 2024

**Vijaya Patil**

**Emp no : 2493516**

Dear Vijaya,

Congratulations! In recognition of your performance and the contributions you have made in our success, we are pleased to inform you that your annual compensation will be revised to **INR 400000** effective January 01, 2024.

Based on the upcoming changes in statutory guidelines, pay components that are applicable for India employees are expected to undergo a change. To comply with these changes, we have re-structured your pay components effective January 01, 2024. Please see the below annexure for details.

All other terms and conditions of your service remain unchanged. Please note that your compensation structure is personal to you and you are requested not to share details of the same with others.

We wish you the very best in your career with us. We are confident that your continued efforts and commitment will take Mphasis to newer heights and enrich your abilities as a professional.

With warm regards,

for Mphasis Ltd

**Ramanathan Srikumar**  
Chief Solution Officer

**Note:** This is a system generated document and will not have signature.

**ANNEXURE I**
**COMPENSATION DETAILS**

<b>Name</b>	<b>Vijaya Patil</b>
<b>Band</b>	<b>5</b>
<b>Level</b>	<b>2</b>
<b>Effective Date</b>	<b>January 01, 2024</b>
<b>Particulars</b>	<b>Amount in INR</b>
Basic	13,333
House Rent Allowance	8,117
Special Allowance	3,333
Ex-Gratia/Bonus *	4,500
<b>Total Fixed Cash</b>	<b>29,283</b>
Variable Pay**	1,667
<b>Target Cash Compensation</b>	<b>30,950</b>
Provident Fund Contribution (PF)	1,800
Group Mediciclaim/Term life/Personal Accident***	583
<b>Cost to Company</b>	<b>33,333</b>
<b>Cost to Company (per annum)</b>	<b>4,00,000</b>

**Note:**

As per the statutory regulations, if you are covered under Payment of Bonus act, it will be paid as "Bonus" if not it will be paid as "Ex-gratia".

\*\* Variable Pay will be payable on Quarterly basis. Amount shown is a monthly figure that is payable on 100% Target achievement measured quarterly. The company and unit/function performance achievement against the target shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

\*\* Group Mediciclaim/Term life/Personal Accident has been revised to INR 7000 pa.

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